



BOARD MEETING AGENDA

Monday, February 05, 2024 • 3:00 pm - 5:00 pm • WLA online meeting room

Read in Advance of Meeting: November 2023 Board Meeting Minutes, Proposed Updated WLA Financial Policies and Procedures, WLA New Member Membership Proposal (Member Services Committee)

Facilitator: Sarah Logan & Brianna Hoffman
Shamim Rupani

Notetaker:

TOPIC	LEAD	TIME
Call to order <ul style="list-style-type: none">• Call for Additions/Changes to Agenda• Online meeting reminders	Sarah Logan	3:00pm
Approve minutes from November 2023 meeting (vote)	Sarah	3:05pm
Executive Director Report	Brianna Hoffman	3:10pm
ALA Report	Steven Bailey	3:20pm
Legislative Update	Carolyn Logue	3:35pm
Treasurer's Report	Muriel Wheatley	3:50pm
Events <ul style="list-style-type: none">• 2024 Conference• 2024 Library Legislative Day	Brianna Brianna	3:55pm
Presidential Initiatives	Sarah	4:00pm
"Roses and Thorns" <ul style="list-style-type: none">• "Roses"<ul style="list-style-type: none">○ What are you proud of or want to share from this quarter?• "Thorns"<ul style="list-style-type: none">○ What are the challenges you're facing that you would like input on?	Sarah	4:10pm
New Business <ul style="list-style-type: none">• Updated WLA Financial Policies and Procedures (vote)• WLA New Member Membership Rate (vote)	Muriel Anne Shantz	4:25pm 4:35pm
Closing questions or comments		4:55pm
Meeting adjourns 5:00pm		



2024 WLA Board, voting members:

Sarah Logan, President 2024
Rickey Barnett, Vice President/President-Elect 2024
Johanna Jacobsen Kiciman, Past President 2024
Elizabeth Brown, Director/ALD Rep 2023-2024
Carol Ellison, Director/PLD Rep 2024-2025
Ryan Grant, Director/ScLD 2024-2025
Judy Pitchford, Director/SpLD Rep 2023-2024
Muriel Wheatley, Treasurer 2023-2024
Steven Bailey, ALA Councilor 2022-2024

2024 WLA Board, non-voting:

Brianna Hoffman, WLA Executive Director
Taylor Hazan, Student Rep 2024

Advisory leaders:

Shawn Schollmeyer, PNLA Rep 2024
Kate Laughlin, WLA Strategic Advisor



BOARD MEETING MINUTES

Monday, February 05, 2024 • 3:00 pm - 5:00 pm • WLA online meeting room

Present Board: Sarah Logan, Steven Bailey, Muriel Wheatley, Lizzie Brown, Johanna Jacobson Kicimen, Taylor Hazan, Judy Pitchford

Present Section, Division, and Committee Leadership: Gavin Downing, Carleigh Hill, Jannah Minnix, Anne Shantz, Caitlin Bagley, Ryan Grant, Sara Jones, Mahlon Landis, Steven Bailey, Carol Ellison, Lindsay Tebeck, Tien Triggs

Present Staff: Brianna Hoffman, Kate Laughlin

Notetaker: Shamim Rupani

Read in Advance of Meeting: November 2023 Board Meeting Minutes, Proposed Updated WLA Financial Policies and Procedures, WLA New Member Membership Proposal (Member Services Committee)

Johanna called the meeting to order at 3:02pm

Call to order

- Call for Additions/Changes to Agenda

Approve minutes from November 2023 meeting (vote)

November Meeting Minutes Approval

- Motioned by Muriel Wheatley
 - Steven Bailey seconds
 - Steven Bailey- yes
 - Muriel Wheatley- yes
 - Carol Ellison- yes
 - Johanna Jacobson Kicimen- yes
 - Lizzie Brown- yes
 - Ryan Grant- yes
 - Lindsay Tebeck- yes
 - Carleigh Hill- abstain

Online meeting reminders

Executive Director Report- Brianna

- Membership reports
 - Increase in beginning of year due to conference and membership renewals
- New board members and ALA editor, new PNLA WLA rep Shawn Schollmeyer- welcome!
- Merit Awards and Pawsident fundraiser announcements out Wednesday
- Looking forward to future boards and recruitment, succession planning

ALA Report- Steven Bailey

- Change in leadership in ALA- ED Tracy Hall stepped down in late Aug/Early September, Lesley Burger was appointed and is now leading the association
 - ED search happening right now



- Recently attended ALA Conference, LibLearnX
 - Council meeting topics
 - Proposal from Membership Committee to update the Dues Model
 - Used to have 11 different levels, streamlined to 4
 - New membership rates/year- will start to take effect September 1 of this year- voted to pass
 - Lizzie Brown- Membership rates
 - Was seeing a drop in membership one of the reasons why they set new rates?
 - Steven- Yes, this was part of the conversation. We always want to encourage more members, but also need to be able to fund the organization
 - Do not want to raise rates
 - Resolution for immediate ceasefire in Gaza
 - Second, similar Resolution brought by the International Relations Committee did pass- more streamlined resolution that had to do more with libraries that were affected in Gaza as opposed to broader statements in the first Resolution
 - Bylaws committee passed a resolution allowing for councilors to participate virtually in council meetings
 - Conference Attendance
 - Surprisingly low, could be due to budgets, weather in Baltimore?
- Brianna
 - ALA Advocacy Academy
 - 2 days in Chicago
 - A person from each ALA Chapter attended, and a representative from AASL
 - Eryn Duffee and Sarah Logan attended, along with Brianna; ALA provided funding for attendees
 - Great workshops, came back inspired

Washington State Library- Sara Jones

- Lobbyists working hard every day to protect libraries
- Hopeful to pass senate bill 5824
 - Addresses dissolution of libraries
 - Might need to call on librarians to help get bill past the finish line
- We are facing funding challenges- building towards better policies and more resources
- Will Suitvenga's position has been filled by Jude Guzy From Kansas
- Heidi Daniel- KCLS's new director is great
- Also hired Jeanne Williams- public library consultant

Legislative Update- Ryan Grant

- 5824 Library Bill-passed unanimously with total support from left and right; thanks to Secretary Hobbs
- HB 2331- Rep. Still- Deals with how school districts will handle book challenges
 - What books are appropriate for schools?
 - Power to make those decisions vested with school librarians as much as possible
 - Hoping there are some changes to the bill



- SB 5444
 - Concealed carry in public places
 - Caroly Logue wondering if we should have an opinion on this?
 - Concerns public libraries
- Carolyn and Rep. Eslick- Budget provisos for school libraries
 - 1609- no traction this year
 - 10 million for grant funding for librarians (big ask)
 - Permanent position at OSPI to help school libraries (little ask)
- Rep. Levitt- budget proviso
 - Funding, training, and distributing naloxone and naran for libraries
- HB 5770
 - Property tax bill; public library is keeping an eye on this
 - Rural excise tax

Treasurer's Report- Muriel Wheatley

- Quick report
 - Memberships are up
 - Typical for the start of the year
 - Will have a better idea after the conference
 - Pawsident fundraiser successful, \$2700 raised
 - Revised financial report, written to reflect the 501 (c)(3)

Events- Brianna

- 2024 Conference
 - Spokane Convention Center
 - "We All Belong"
 - Lots of great speakers this year
 - Spokane Convention Center/Spokane Public Library- thank you!
 - Postconference workshops
 - You can still register and add!
- 2024 Library Legislative Day
 - Wednesday, February 14 in Olympia
 - A day where we gather at the Capitol and hear from Carolyn and Abbey Moore
 - Sara Jones will be here
 - Expecting a visit from the Secretary of State, surprise event
 - Set appointments with legislators to talk and advocate for libraries
 - Register for LLD

Presidential Initiatives- Sarah Logan

- Improve communication between organizations in WLA and beyond
 - Cross-committee/division interaction
 - Saturday morning coffee chat with Sarah?
- Goal to reach out to all division/section/committee chairs
- Presidential Summit in the works

"Roses and Thorns"

- "Roses"
 - What are you proud of or want to share from this quarter?



- Gavin Downing
 - Reached out last week and met with President Biden's book ban person; uncovered new tool for IF and book bans- place to file a complaint at a national level, and someone will investigate
 - Will get info out to people as we learn how it works
- Ann Shantz
 - Member Services Committee- Ended up with less and less people on committee, but last year more and more people coming to meetings looking for emotional support
 - Large committee starting this year
- Sara Jones
 - Dissolution, Sen. Hunt is sponsor for bill- closing libraries is a stupid idea!
- Kate Laughlin- WLA Strategic Advisor
 - Happy to be here!
 - Accessible through the WLA office, can reach out directly
- Lizzie Brown
 - Shout-out to Carleigh Hill for stepping up as the new Chair for the ALD
- Lindsay
 - Burn-out and vocational awe- reach out if you are dealing with this!
- Sarah Logan
 - WLA gives a group of people who understand and can vent with each other a chance to communicate
- "Thorns"
 - What are the challenges you're facing that you would like input on?
 - Lindsay Tebeck- SRRT Chair
 - Folks did not know it existed- need for communication and transparency
 - How did you bring folks into your section?
 - Johanna- scoping the workload- all volunteer labor; sketching out the positions and what your role is in a group, spelling out time commitments. Having realistic deliverables, clear goals and expectations
 - Previous SRRT insight?
 - Kate- Getting communication flowing, exceptions thrived on consistency; great job at getting it revived
 - Steven Bailey
 - How to bring more awareness to ALA issues within the WLA community?
 - Sarah Logan- WLA Weds with a quick "click here" leading to a google form with open-ended questions.
 - Brianna- state chapters are where the engagement comes from; WLA contacted by ALA presidential candidates

New Business

- Updated WLA Financial Policies and Procedures (vote)
 - Clean up and made revisions for 501 c3 non-profit status



- Voting members:
 - Motion to approve: Lizzie Brown
 - Seconded: Ryan Grant
 - Approved: Johanna, Ryan, Lizzie, Carol Ellison, Muriel, Sarah Logan, Lindsay, Judy Pitchford, Steven Bailey
- WLA New Member Membership Rate (vote)
 - Anne Shantz
 - Proposal from 2021, wanted to revive this year; Kate Hovda, Hope Yates and Charlan Williams- put proposal together
 - Will give anyone a chance to join WLA for an introductory rate of \$20 for the first year of membership
 - Increase diversity, better to have someone pay than not join at all
 - Could have a dip in funding
 - Johanna- It is also symbolic, though, to have an introductory rate. Good EDI step.
 - Carol Ellison- Cost is the biggest reason I have heard from non-members about why they don't want to join. The hope would be \$20 would be easy to swing, and they would find enough value in that first year to justify paying a higher rate in year 2+
 - Could adjust wording of membership rates on website
 - Board can defer to finance committee to look at policy
 - Office will send to Finance committee
 - If Finance committee brings to MS committee with changes and come to an agreement, this will work as well
 - Promotion?
 - Timeline for rollout?
 - Later this year, post-conference

Closing questions or comments

Sarah Logan adjourned meeting at 4:38pm



WASHINGTON LIBRARY ASSOCIATION

Financial Policies and Procedures

Approved April 5, 1995

Revised September, 2000

Revised April, 2001

Approved June 1, 2001

Revised and Approved April 2014

Revised and Approved September 2017

Revised and Approved

GENERAL

The Washington Library Association (WLA) is a 501(c)(3) Corporation, which is a not-for-profit corporation. The Washington Library Association leads, advocates, educates, and connects.

1. WLA recognizes a fiscal year beginning with January 1st and ending with December 31st.
2. As a Corporation, WLA is required to conduct its accounting practices on an accrual basis as established by the Internal Revenue Code Section 448.
3. WLA bases its accounting practices on Generally Accepted Accounting Principles (GAAP).
4. WLA prepares and files Internal Revenue Service (IRS) Form 990 on a yearly basis. This form is due within five months of the close of the Fiscal Year.
5. The WLA President, Vice President, or the President's designee must review all contracts and agreements. Upon approval, the Executive Director shall sign all contracts and agreements.
6. The WLA Board must adopt all rate and fee structures, e.g., *Alki* subscriptions and advertising rates, and other publication prices, and other workshops or special projects, as recommended by the appropriate WLA Board, Committee member(s), Division(s) or Section(s). This is done through adoption of the annual budgets or by special session.
7. The Executive Director is authorized to pay approved bills of WLA. A Financial report will be given at each WLA Board meeting.
8. The Treasurer and President receive monthly financial reports that are generated by the WLA Bookkeeper, and which will be submitted by the Treasurer for acceptance by the Board upon request.
9. All financial decisions will be made with consideration of WLA's current social justice statements and WLA values.

MEMBERSHIP DUES

Membership dues generate the majority of revenue for WLA. WLA will assess fair membership dues to sufficiently meet the operating needs of WLA. The dues structure will be reviewed as necessary by the Finance Committee, or by another Committee as directed by the President or Board, and recommendations will be given to the WLA Board for adoption by the organization.

1. The Finance, or other Committee as directed, will recommend changes in the dues for approval to the WLA Board.
2. Any changes in the dues structure must be made far enough in advance to allow the membership to reflect the change in their agency budgets.
3. The WLA Office will send dues statements to all current individual members and institutional members no later than one month prior to the end of the join/renewal date.
4. Dues are due by the anniversary of the join/renewal date. (Bylaws Article IV)



GIFTS AND DONATIONS

1. WLA solicits and accepts gifts that are consistent with its mission.
2. Donations will generally be accepted from individuals, partnerships, corporations, foundations, government agencies, or other entities, without limitations.
3. In the course of its regular fundraising activities, WLA will accept donations of money, real property, personal property, stock, and in-kind services.
4. Certain types of gifts must be reviewed prior to acceptance due to the special liabilities they may pose for WLA. Examples of gifts which will be subject to review include gifts of real property, gifts of personal property, and gifts of securities.

CASH AND CASH RECEIPTS

WLA will maintain an adequate cash receiving system that will document all cash transactions of the organization.

1. WLA will accept payment of dues and designated conference registration through the use of credit cards. WLA incurs a relative percentage expense for each transaction, but will continue to offer this service as a convenience to its membership.
2. The WLA Office is responsible for billing and maintaining all accounts receivables for the organization. Accounts receivable include all conference and workshop billings for purchase orders and other outstanding fees due to the organization. A copy of the aged accounts receivable will be forwarded to the Treasurer on a monthly basis.
3. The WLA Office receives and deposits all cash for WLA.
4. The bank statements are provided electronically and/or mailed to the WLA Office for reconciliation.

CASH DISBURSEMENTS

The WLA Treasurer is responsible for the timely payment of all operating obligations.

1. The WLA Office is responsible for maintaining ongoing operating obligations, including, but not limited to, management fee payment, disbursements to vendors, reimbursements to members, and other expenses as directed in the WLA budget.
2. The WLA Office is authorized to pay vouchers that are submitted by the Treasurer, President, Division Chair(s) or Section Chair(s). Supporting documentation must include original invoices or expense reports and clear description of what payment is for.
3. The WLA Office will maintain appropriate records that will substantiate disbursements and support the preparation of the financial statements. Records will include original voucher with original signature(s) and original invoice(s) or source document(s). A copy of the check voucher will be attached to each invoice/check request, or expense report.
4. Once a month, the financial statements are submitted to the Treasurer for Review. In the case of online review, the Treasurer will file an email response.
5. Because WLA must report on an accrual basis, all outstanding invoices must be recorded and reported as accounts payable at the close of the fiscal year for preparation of the financial statements, including any outstanding invoices for conferences and workshops.
6. The WLA Office will seek Board pre-approval for any unbudgeted expense item above \$1,000.



7.

CHECKING, SAVINGS, CREDIT AND INVESTMENT ACCOUNTS

1. Checking, savings and credit card accounts will be established as the need arises for WLA. Adequate record keeping will be maintained on the name, address, account number, and nature of specified accounts.
2. The WLA Executive Director and WLA Treasurer will monitor all cash accounts, current assets and commitments, and cash flow. The WLA Executive Director will report these amounts on the monthly financial statements which are distributed to the Treasurer and President and at Board meetings and on any other reporting schedule the President and the Treasurer may agree to establish.
 - a. Funds in excess of the immediate needs of the organization, as determined by the Finance Committee, shall be invested in WLA's Investment account, per current Board-approved Investment Guidelines
3. The Executive Director must be the signatory on all WLA accounts.
4. Monthly statements of activity will be provided to the President and Treasurer.
5. All bank accounts will be reconciled monthly by the WLA Office.

BUDGET

The budget is a guideline for the fiscal activities and operations of WLA. Law does not require it. WLA will make all attempts to live within the structure of the budget, while realizing that, at times, adjustments will be made. Deviations from the budget can be approved by motion of the Board. The Executive Director is authorized to pay all legal obligations of WLA. If these amounts exceed the budget, a notation is made on the financial records, and presented to the Board. The budget is a guideline and a tool to allow the Board to make fiscally responsible decisions about the financial resources of WLA

1. The fiscal year runs from January 1st to December 31st.
2. The Finance Committee, which develops the annual budget, is composed of the Treasurer, who is the chair; President, Vice President/President-Elect; Executive Director who is staff liaison to the Committee; and at least two additional off-board Committee members. Division membership of off-board Committee members will be taken into consideration to ensure Divisional representation.
3. Following the election of new Board officers, the new officers will also be invited to participate in the budget process.
4. The Finance Committee may meet in person, work online, over the phone, or use e-mail to prepare documents.
5. The Treasurer will notify all Division, Section and Committee chairs of the format and deadline for submitting budget requests for their individual groups.
6. The budget will be approved by the WLA Board by November 30th.
7. WLA will utilize zero-based budgeting policies. All categories will begin the new fiscal year with a new budget. WLA intends to maintain a balanced budget. Therefore, the budget will reflect revenues equal to or exceeding expenses to be presented to the WLA Board for adoption. Any projected use of the fund balance must be submitted to the Finance Committee and approved by the Board.

ASSOCIATION MANAGEMENT

WLA has the authority to hire contractors or an association management company, and to contract for other services as deemed necessary to carry out the tasks of WLA. The Board shall approve each position, including classification, percentage of time and associated benefits, or



elect to hire an association management company at an agreed upon monthly management fee. The President, and/or others as assigned, will draft the contracts by November 30th for implementation on January 1st, the first day of the new fiscal year. WLA retains the option of determining the type of contractor based on the needs of the organization, the "Fair Labor Standards Act," and IRS guidelines. The President will discuss with the Treasurer any projected changes that will affect the budget.

1. The Executive Director is authorized to sign, on behalf of WLA, contracts that are approved by the Board.
2. Paid positions may include, but are not limited to, Executive Director, *Alki* Editor, *Alki* Web Editor, Conference Program Coordinator, and Legislative Lobbyist/Consultant(s).
3. Independent contractors must meet IRS regulations and will be paid on a negotiated contract basis. All independent contractors must submit a W9. A corresponding 1099 will be completed by WLA at the end of the calendar year.

Reimbursement of expenses will be outlined in each individual contract. Expenses may include mileage, copy charges, miscellaneous supplies, and conference registration and travel. An expense report with all original receipts and mileage for authorized expenditures will be submitted at the end of each month to the Executive Director and/or Treasurer for review and approval. WLA recognizes that the IRS requires additional documentation on the reimbursement of some expenses. IRS regulations may make reimbursements of certain items taxable to the employee. In this case, independent contractors are also considered "employees" and subject to the same IRS guidelines.

ASSOCIATION OPERATIONAL EXPENSES

OFFICE SUPPLIES

WLA will purchase office supplies necessary to operate WLA's business office.

BOARD AND OTHER POSITION REIMBURSEMENTS

1. All WLA officers as defined by the Bylaws, any Committee Chair, Division or Section Chair, or other person requested by the President or the Board to attend a WLA Board meeting may be authorized for reimbursement for transportation and lodging expenses for attendance at the meeting, either as specified within the budget, or by prior approval by the President. If the Board meeting is prior to the annual conference, travel and lodging for the night prior to the beginning of the conference will not be reimbursed.
2. Any authorized mileage and meal reimbursements are at the amount set forth by the Washington State per diem chart at the time the expenses were accrued.
3. WLA recognizes any payment for meals may be subject to IRS regulations, which may result in tax liabilities for the officers.
4. Expenses for travel to/from and lodging at the annual conference are not authorized for reimbursement.
5. Reimbursement will be made for reasonable expenses associated with the carrying out of the duties of the office to the extent budgeted. This may include, but is not limited, to copying costs and office supplies.



SPECIAL FUNDING FOR BOARD POSITIONS

Any board position may submit a budget request for consideration. The following positions are normally funded pending budget approval of specific stipend amounts. WLA recognizes the IRS regulations for travel and requires documentation for all expenses. In this instance the IRS recognizes this position the same as an "employee," and certain reimbursements may have tax reporting liability. Any reimbursed expenses that fall in this category will be reported on Form 1099:

President:

Expenses for travel, lodging, meals, registration, and miscellaneous expenses for attendance at WLA and other conferences will be reimbursed, in alignment with priorities set by the Board and President in timely discussions, and within approved budget amounts.

ALA Councilor:

Expenses for travel, lodging, meals, registration, and miscellaneous expenses for attendance at the ALA LibLearnX and the ALA Annual Conference will be reimbursed within approved budget amounts.

COMMITTEES

Expenditures must be within the approved budget and authorized by the Committee Chair on the standard WLA voucher. (See Vouchers. See WLA Board Meetings.)

DIVISIONS AND SECTIONS

Expenditures must be within the approved budget or as otherwise authorized by the Board.

DIVISION, SECTION OR COMMITTEE SPECIAL PROJECTS

1. WLA Board-authorized projects which require multiple years to plan and complete will be re-budgeted each year.
2. The Division/Section/Committee will allocate the monies for special projects within the overall Division/Section/Committee projects allocation established by the Board
3. The Division/Section/Committee will review fees charged for activities and report to the Board.
4. The Division/Section/Committee Chair will report on funded activities/projects to the Board.
5. If advance payment is needed to get a budgeted project started, a voucher signed by the Division/Section/Committee Chair must be sent to the Treasurer for approval.
6. Divisions and Sections will retain fifty percent of the net profits generated by a workshop or other for-fee WLA event that they sponsor. The funds are maintained in restricted accounts for each Division or Section.
7. WLA expects that workshops sponsored by Divisions/Sections or other Committees will not have a negative budget impact on WLA.

CONFERENCE

All fees for the Conference must be approved by the WLA Board.

1. Meal expenditures for WLA award winners at the awards presentation, and Conference registration for the scholarship winner(s) will be paid by WLA. The cost of a meal (business luncheon or evening banquet) will be paid by WLA for specially designated representatives at conferences (ALA/PNLA President, etc.).
2. WLA recognizes that certain reimbursements, including scholarship winners and certain meal reimbursements may be subject to IRS tax reporting regulations.



SCHOLARSHIP

1. As able, WLA offers a scholarship(s) for eligible participants who are enrolled in an accredited library school(s).
2. The scholarship recipient is responsible for informing the WLA Treasurer and Executive Director of the best way to fund the tuition.
3. WLA recognizes that certain reimbursements, including some scholarship awards, may be subject to IRS tax reporting regulations.

HONORIA FOR WLA MEMBERS

1. Generally, no honoraria are paid to WLA members for WLA-sponsored programs unless it is a special event, such as a pre-conference workshop or keynote speech, or as otherwise authorized by the Board.
2. A registration fee may be waived by the WLA Board or its designee, the Conference Chair, when the member is responsible for presenting a major part of the program.
3. Expenses, i.e. travel and lodging, may be paid to a speaker who is also a WLA member. Meals may be paid for by the Conference, approved by the Conference Chair(s).

AUDIT/AUDITOR/INTERNAL REVIEW

1. WLA may from time to time conduct an external audit in keeping with best practices for nonprofit associations.
2. The audit or review shall be conducted within six months after the end of the fiscal year.
3. The outgoing Treasurer will work closely with the incoming Treasurer to transition the close of the financial records from the election of the officers until the close of the fiscal year.
4. The WLA Office will compile the information for the CPA firm to prepare the Form 990 on an annual basis.
5. The Treasurer may choose to have a CPA firm oversee or prepare other required reporting documents as deemed necessary. These may include, but are not limited to the Form 990, 941 reporting, Labor and Industry, Department of Revenue, Public Disclosure, W2, 1099s, and any other required documents.



PROPOSAL FOR A REVISED POLICY ON MEMBERSHIP RATES - 2023 REVISION

TO: WLA Board
FROM: WLA Member Services Committee
Hope Yeats, Co-Chair (2021)
Sharalyn Williams, Co-Chair (2021)
Anne Shantz, Chair (2023-2024)
Karen Schendlinger, Member at large (2021-2024)

DATE: 30 September, 2021 (Revision January 2024)

POLICY TITLE: Introductory Membership Rate (\$20.00) for New WLA Members

RATIONALE FOR REVISED POLICY:

Offering a reduced introductory membership rate (\$20.00) for new WLA members can address an identified barrier to access to professional development and career advancement opportunities for library workers, and can help the library association grow membership in general and diverse membership in particular. This proposal is for a low cost rate at which new members may join WLA in their first year of membership. Ongoing membership rates would be assessed based on the existing fee structure, with payment support offered by WLA if needed.

One of the many ways institutional racism and classism crop up in modern library work is cost, or the concept of pay to play.

“Librarianship assumes access to wealth or tolerance for debt to afford tuition, professional membership, and service opportunities. If I activate my American Library Association membership for all divisions and sections applicable for my job, the annual fee would come to \$223 USD. This does not include conference registration fees, travel costs, a safe place to rest, or food. Activity in local and regional groups varies in cost, depending on the organization’s philosophy.” - Angela Galvan (2015)

While WLA offers affordable rates to students and allows people to pay dues based on their salary, library workers who may not be able to afford or are not interested in going to graduate school cannot take advantage of the student rate, and when weighing the cost of membership against the benefits that membership provides, may decline to join, not just at that moment, but for the duration of their career in libraries. **By offering a reduced introductory rate comparable to the student rate we can offer potential members a lower-stakes entry into membership**, which allows them to explore WLA’s offerings and decide whether to continue with the organization and become more involved. The country-wide library association survey conducted by the Member Services committee identified four state associations already offering introductory rates (Arkansas, Nevada, New Jersey, and Utah), which have seen no evidence of a negative impact on current or returning members.

POTENTIAL IMPACTS ON THE ASSOCIATION:

- Discontent from current members - Membership dues are already based on an honor system. Members are trusted to pay dues based on their salary, and this information is not tested.



Current members are encouraged to contact the WLA front office or the Member Services Committee if they wish to retain their membership but cannot afford their dues.

- Overall revenue from membership - may be mitigated by an increased number of first-time memberships, which translates into longer term members continuing with dues based on income.

DESIRED OUTCOMES:

- Access to the library association for a more diverse population of library workers, including BIPOC and paraprofessionals.
- Increased interest in joining the association.
- Increased interest in participating in association activities.
- Increased membership.

WORKS CITED:

[Soliciting Performance, Hiding Bias: Whiteness and Librarianship – In the Library with the Lead Pipe](#)

FURTHER READING:

[Increasing Ethnic Diversity in LIS: Strategies Suggested by Librarians of Color1 | The Library Quarterly: Vol 78, No 2](#)



BOARD MEETING MINUTES

November 08, 2023 • 10:00 am - 12:00 pm • WLA online meeting room

Present Board: Johanna Johansen Kiciman, Sarah Logan, Muriel Wheatley, Judy Pitchford, Elizabeth Brown

Present Section, Division, and Committee Leadership: Julie Thompson, Lydia Bello, Ryan Grant

Present Staff: Brianna Hoffman, Rhea Allen, Shamim Rupani, Lesley Bourne

Notetakers: Rhea Allen, Shamim Rupani

Johanna called the meeting to order at 10:05 am.

We will vote electronically to approve the minutes from the April and August meetings

Yay's: Judy Pitchford, Elizabeth Brown, Steven Bailey, Johanna Jacobsen Kiciman, Muriel Wheatley

Call to order

- Call for Additions/Changes to Agenda
 - None
- Online meeting reminders

Executive Director Report- Brianna

- Membership stayed level for students, increases in other groups
- Organizational members- dropped a bit from last year, 2 lost
- PLD Retreat- Johanna and Brianna
 - Talked about library organization decrease
 - Benefits of membership? Early 2024 Member services committee to review and compare with other associations
- Elections voting closes November 17
- Standing committee interest form due November 15
- Section membership- deactivate some sections in 2024
 - LIFE
 - Johanna: "As a note: we are excited about this "weeding" -- much like library weeding, this creates the space for new sections to grow to be more responsive to member needs"
- ALA- Advocacy Academy
 - Sarah Logan, Eryn Duffee, and Brianna Hoffman to attend
 - Sarah and Eryn will report on how it went during first 2024 board meeting
 - Can the board receive a report after the event on how it went?
 - Can add something in WLAW and on agenda

ALA Report- Brianna on behalf of Stephen Bailey

- Tracy Hall, Exec. Director - Last day of October 6
- Emily Drabinski- made list of Out 100's
- NY Public Library partnering in National Books for All Initiative
 - Share toolkit out on WLAW



- Professional Development grant available for ALA conference attendees- New Members round table PD grant
- Also for ALA conference- Shirley Ollivsen Memorial Award- \$1000 to off-set cost to attend

Treasurer's Report- Muriel Wheatley

- \$33,000 profit from Neurodivergence Summit
- 2024 Budget run-through
 - Finance committee meeting will be scheduled soon to go over budget
 - Whova and Memberclicks price increase
 - Begin to establish short, medium, and long term financial goals- Johanna will lead discussions with Finance Committee
- Had to transfer some funds later in the year from investment accounts to help cover cost for deposits for 2024/2025 conferences

Legislative Update- Brianna on behalf of Carolyn

- Working with Representative Mary Levitt and Griffey, lobbyist Abbey Moore, on drugs in libraries
- Book Ban- working on protections and liabilities for libraries and librarians
- Big Change- Sen. Christine was approved to council
 - New chair- Robertson, worked for libraries before
- Discussions about possible re-draft/next library bill- Ryan Grant, Carolyn,
- Meeting with Chris Reichtal- ScLD/ Legislative committee meeting- reach out to Brianna for link to meeting
- <https://www.spokesman.com/stories/2023/nov/07/liberty-lake-voters-mostly-opt-for-incumbents-in-e/>

Events

- 2023 Presidential Summit Debrief- Johanna
 - State-access, multiple states requested access; Brianna: "State access means EVERYONE in their state working with any library (academic, special, public, school), including board and friends, receive access to the summit and the materials."
 - 300-400 people attended
 - Recordings available for a year
- 2023 ALD/ACRL-WA Event Debrief- Lydia Bello
 - 13 in-person and 8 virtual presenters
 - 93 in-person attendees, 22 virtual
 - Made a small profit, which is great
 - Keynote speakers were paid, offered presenter registration rate (100% of speakers also attended!)
 - Lydia: "I'm hoping that the success of the ALD/ACRL-WA & OR conversation [conference] will help further our relationship with ACRL-OR, which was challenging to maintain in the pandemic."
 - Upcoming ALD member meeting, virtually and not part of conference; What can we talk about during these meetings?



- ScLD- encourages chatting amongst members/community building, school advocacy, bounce ideas off of each other
 - Julie Thompson: “At Special Library Division, we try to figure out what would be meaningful ways to engage professionally and as a group. It's been a year of exploring where we want SpLD to go next. Share updates of what we're up to.”
-
- 2024 Conference
 - “We All Belong”-- play on Spokane’s new motto, “In Spokane, We All Belong”
 - New logo, new swag
 - Announced keynote Travis Baldree
 - Conference proposals due November 8
 - Registration opening mid-December, rates will be shared on website soon
 - 2024 Library Legislative Day
 - Will get a date chosen in Feb.
 - Olympia, WA

Share-Outs

- Lydia- ALD, no one has run for chair or vice-chair this election cycle
 - Sarah Logan- no clear pathway for leadership positions, haven’t worked with WLA much before; how can we create these on-ramps to help create our own future leaders?
 - Lizzie- Libraries everywhere struggle with succession planning; PNLA Leadership program?
 - Brianna- 2019; PNLA Leads
 - Academic Librarians- National vs. state guidelines and what gets valued (ALA vs. WLA)
 - ROI- time, monetary value, value from professional community
- Johanna- thoughts on paid labor; how much can we rely on volunteers?

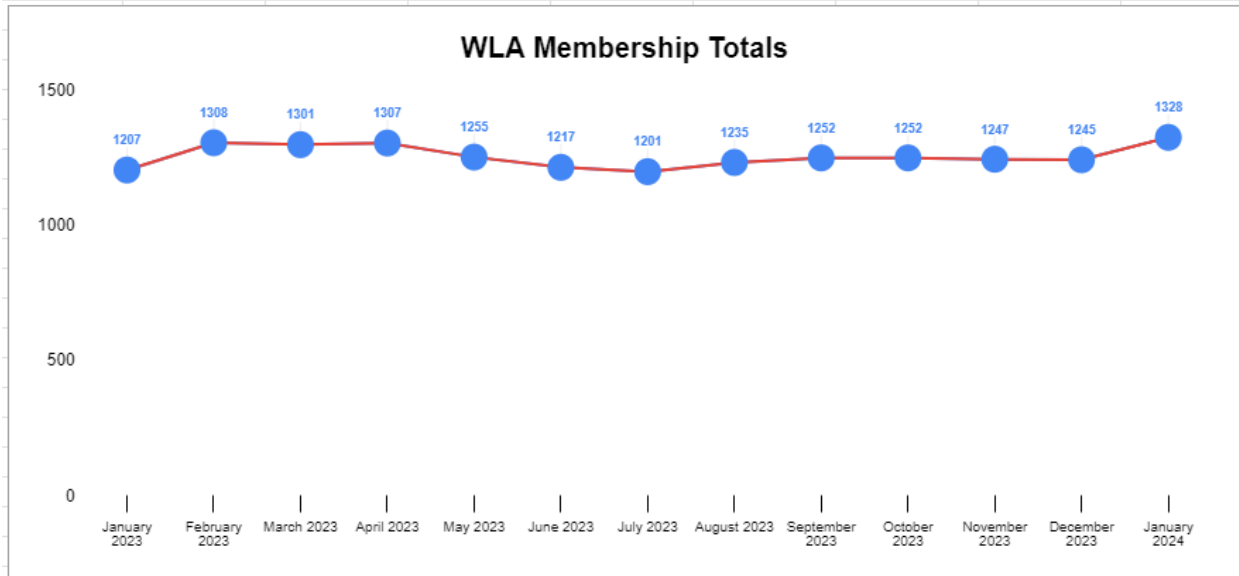
New Business

- Updated Committee Descriptions
 - More consistent with format
 - Feedback and questions welcomed
- Calls to disaffiliate with ALA
 - Florida latest to join with disaffiliating
 - WLA has received a couple messages recently calling for WLA to disaffiliate
 - We have created talking points to respond about how WLA benefits from ALA relationship-- internal use only

Closing questions or comments

- Gratitude for your service slide

Johanna called for the meeting to adjourn at 11:33 am.



Membership Changes	Jan 23	Jan 24	Change
Individual			
Individual Employees	616	696	12.99%
Students	138	152	10.14%
Non-Profits/Foundation/Friends	14	34	142.86%
Business	7	7	0.00%
Retired/Unemployed	51	60	17.65%
Emeritus	80	72	-10.00%
Sub Total	906	1021	12.69%
Organizations			
Libraries	43	41	-4.65%
Library Affiliates	228	221	-3.07%
Business	11	15	36.36%
Business Affiliates	11	15	36.36%
Non-Profits/Foundation	4	7	75.00%
Nonprofit & Foundation Affiliates	4	8	100.00%
Sub Total	301	307	1.99%



Jan. 2024 WLA Leadership Reports

BOARD MEMBER REPORTS

Sarah Logan

WLA Board President

One activity/goal in the last quarter in your area to share:

I transitioned from VP to President. I also attended an advocacy workshop in Chicago with ALA, along with Eryn Duffee.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

I hope to have had a fantastic conference and to have shifted focus to the presidential summit.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

The board has continually made strides around honoring the labor of others and paying conference speakers (or at least giving discounts) as we are able.

Anything else you would like to share?

I am excited for this year!

Rickey Barnett

WLA Vice President / President-Elect

One activity/goal in the last quarter in your area to share:

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

The WLA conference is a major event I am looking forward to! I aim to learn how to support the president and organization as VP and to prepare to step into the role of president next year. I also look forward to meeting our members and discussing their goals and needs, which will shape my objectives for my term as president.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

EDI will form the foundation of my priorities in my leadership roles at WLA. This will be realized through professional development opportunities, inviting a diverse array of professionals to present and advise at organizational functions, and to continually take a critical look at WLA policies and practices for improvement.

Anything else you would like to share?



BOARD MEMBER REPORTS

Johanna Jacobsen Kiciman
Past President

One activity/goal in the last quarter in your area to share:

Chairing Merit Award Committee -- selections are in progress. What an opportunity to see what folks across the state are doing!

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

Anything else you would like to share?

As past-president, I hope to support new leadership (president-elect and current WLA Board president) in their endeavors and efforts, and bring some institutional memory to the work they do.

Muriel Wheatley
WLA Board Director -- Treasurer

One activity/goal in the last quarter in your area to share:

We passed the 2024 WLA Budget! Our process for reviewing the budget gets better every year, and we had a lot of great collaboration and ideas that came out of our review meetings.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

I hope to bring our updated Financial Policies and Procedures to the WLA Board for approval.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

I will be attending the WLA Conference in Spokane, my first in-person conference! I'm looking forward to attending sessions with an EDI focus and connecting with library workers throughout the state.

Anything else you would like to share?

Carol Ellison
WLA Board Director -- Public Library Division Rep.

One activity/goal in the last quarter in your area to share:

PLD leadership has shared introductions with each other and started scheduling meeting times.

Work/activities/goals coming up in your area in the next quarter that you are excited about



BOARD MEMBER REPORTS

/ What you hope to accomplish by next board meeting:

WLA conference and getting to know public library employees' needs

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

Planning on engaging in discussions and trainings at the WLA conference

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

Typically quarterly online meetings among the membership, at different times and days of the week, to try to make a space that most people can attend; topics are shared ahead of time, so those most interested in those topics may be able to attend. In the past we have had an unconference for PLD at the WLA conference. I was disappointed that this was not on the schedule this year; this has been a tool to not only provide peer support among public library staff, but also serve as a recruitment tool for PLD since anyone can attend the unconference, they don't have to be a member.

Anything else you would like to share?

I am looking forward to the conference and getting to know what our needs and priorities are.

Ryan Grant

WLA Board Director -- School Library Division Rep.

One activity/goal in the last quarter in your area to share:

We're starting to get a lot more advocacy requests from around the state, which speaks to the financial problems that a lot of districts are having because of declining enrollment. We're also having a lot of conversations around how to handle book challenges, and hopefully building up to a great turnout at the conference in March.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

The conference and the legislative session are our two big deals right now.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

We're still working to get qualified Teacher Librarians into every community in the state, and we really do view that as an equity issue.

Anything else you would like to share?



BOARD MEMBER REPORTS

Judy Pitchford

WLA Board Director -- Special Library Division Rep.

One activity/goal in the last quarter in your area to share:

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

I am looking forward to meeting with the new Division Chairs, hearing about their goals, and seeing how I can help them be successful.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

I do my best to continue to gain knowledge in these areas and chair them with the group.

Anything else you would like to share?

DIVISION REPORTS

Jannah Minnix

Public Library Division Chair

One activity/goal in the last quarter in your area to share:

The PLD Leadership team is planning their first meeting of 2024 with intentions of setting goals for the rest of the year.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

We are looking forward to the WLA Annual Conference and offering an unconference gathering afterwards.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

Anything else you would like to share?

Sam Harris

School Library Division Chair

One activity/goal in the last quarter in your area to share:

Successful leadership transition and prep work for 2024 WA Legislative Session.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

We hope to have made progress with legislation that increases access to certified teacher librarians in all Washington public schools by the end of the 2024 legislative session. With a focus on



advocacy and building connections this year, we will work on specific goals and strategies for the coming quarters.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

Most significantly, we are working to increase the number of strong school library programs, led by school librarians throughout the state of WA. We consider this a significant equity issue for students in WA state based on strong data that schools with libraries and school librarians have better learning outcomes for students.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

Currently, we are working through social media and WLA listserves to activate members and non-members in support of legislation. Overall, we are focused on developing strategies that fit the ecosystem framework for advocacy and hope to identify regional leaders and cohorts that will be able to support each other locally for a variety of advocacy needs.

Anything else you would like to share?

Shawn Schollmeyer
Special Library Division Chair

One activity/goal in the last quarter in your area to share:

The 2024 Special Libraries Steering Committee met for the first time on January 25th via Zoom to discuss opportunities build partnerships, grow membership, and plan regional in-person meet-ups across the state. Past president Julie Thompson has communicated some of the earlier discussions and interest from the Washington Medical Librarians Association Chair which we will continue in 2024.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

We have identified specific opportunities to collaborate with the Pacific Northwest Special Libraries Association and the Washington Medical Librarians Association. We are currently planning at least 2-3 regional in-person meet-ups across the state starting with a lightning talk and division meet-up at WLA annual conference in March.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

We have not started any specific planning in this area yet, other than to begin focus on the recruitment of library student membership from various library programs supporting students across our state.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

We will focus on creating a fun and engaging mix of in-person and online activities to promote the unique range of libraries in our state. These will be developed with library and information students in mind and include special library profiles, unique collections, and strive toward connecting all WLA Special Library Division members with local resources.



We have already identified an opportunity to participate in a student outreach activity with PNW SLA and the WMLA membership in March near the University of Washington Campus.

Anything else you would like to share?

Taylor Hazan
Student Representative

One activity/goal in the last quarter in your area to share:

Since I am a new member of WLA, the library community, the UW iSchool community, and the state of Washington, the last quarter has been my first foray into this whole universe! I was also elected (read: ran unopposed) as the First-Year Representative for ALISS (Association of LIS Students) at UW, so I'm excited to make intentional connections between this group, my cohort, and ALISS!

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

My main goal is to learn a bit more about the Board, my fellow members, and what spaces a student perspective will be especially helpful.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

I'm also a member of the IDEAS Steering Committee at UW, so I'm hoping to learn more about different ways the iSchool is building more intentional systems and conversations around Inclusion, Diversity, Equity, Access & Sovereignty.

Anything else you would like to share?

Just that I'm excited to be here and eager to learn!

SECTION REPORTS

Rachel Beckman
CAYAS Section Chair

One activity/goal in the last quarter in your area to share:

We have three CAYAS sponsored programs at the WLA Conference! Booktalking the Best (hosted by our iSchool CAYAS Representatives), Storytime Share (a classic), and Book Trivia Chaos with CAYAS (an after-dark program).

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

We're hoping to have some storytime and teen shares ready to go in the spring that we can advertise during the conference.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

How does the Division/Section/Committee recruit new members and engage non-



active members? (Officers may skip this question.)

We recently had to fill three steering committee members, and we mostly used our own professional contacts to fill those spots. We have a lot of relatively new professionals joining us, so we're hoping that CAYAS helps them create those networks and feel supported in their work.

Anything else you would like to share?

Gavin Downing
IFS Section Chair

One activity/goal in the last quarter in your area to share:

Nothing comes to mind

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

I'm scheduling a meeting with the president's "book ban" specialist, to see how we can coordinate with the rest of the nation.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

The fight against book bans is a fight for equity and inclusion. We also can assure our membership is diverse and inclusive, of course.

Anything else you would like to share?

Lindsay Tebeck
SRRT Section Chair

One activity/goal in the last quarter in your area to share:

Developing a SRRT Meeting times/themes survey for the new year.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

- Increased transparency of meeting times, dates, and themes
- Documented & publicly available meeting minutes
- A contact email from a board member on the SRRT page

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

- Asked WLA members about their preferred meetings times, to enhance inclusion
- Asked WLA members about their desired themes for the SRRT to respond to member needs
- Recommended focusing on Neurodiversity in 2024 based on increased interest



How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

This section is re-launching. At this time, section meetings are posted on the WLA Events calendar and a social media push has been requested with a survey requesting desired meeting times and themes included. This information has also been reflected on the SRRT landing page. So far, WLA members have noted that the current suggested time works for them and they would like to see book clubs and lively discussion.

I plan to see that the SRRT continues to be transparent about their meeting times and share updates as they arise on the WLA page and social media.

Anything else you would like to share?

Maggie Mae Nase
WALT Section Chair

One activity/goal in the last quarter in your area to share:

WALT is gearing up for a great year. My Co-Chair Anja Johnson and I have connected with a few other library trainers around the state and plan to have a one-hour round table check-in meeting every other month.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

Our focus this year is going to be on connecting with and supporting each other. As interest in WALT seems to have waned over the past few years, my goal is to simplify our processes and focus on building relationships.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

I believe shortening our meetings and making them more frequent will lower barriers to access; it's difficult to carve out two hours together every quarter, but one or two hours at more times during the year will add flexibility.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

I hope to engage non-active/recruit new members with the new meeting format that lowers barriers to access and encourages no-prep participation and support.

Anything else you would like to share?

I'm looking forward to this year with WALT! Thank you for the opportunity.

Anja Johnson
WALT Section Vice-Chair

One activity/goal in the last quarter in your area to share:

The WALT Chair and I have just been appointed to our roles. We are currently organizing our goals and establishing a meeting schedule.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

We hope to have our meeting schedule established and identify other people interested in joining



us. We are looking forward to our first meeting! We hope to foster a supportive environment where we can share resources, ideas, and help each other brainstorm positive solutions to challenges we may experience in our roles as library trainers.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

We are working on practical ideas for sharing training resources we've found valuable with fellow library trainers. (Accessibility) WALT Chair, Maggie Mae already has some great ideas on this that we will brainstorm at our meeting.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

Since we're just getting started, I think this is something we will develop a strategy for. Currently, networking with colleagues in the field has been effective.

Anything else you would like to share?

COMMITTEE REPORTS

Tien Triggs

Advocacy Committee Chair

One activity/goal in the last quarter in your area to share:

I held my first Advocacy Committee meeting to start discussion of the initiatives we'd like to implement and goals that we'd like to accomplish. I would like to thank Eryn Duffee especially for inviting me to the School Library Division meetings, where I was able to get the big picture of legislative and advocacy work that are ongoing and need support.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

I connected with Olympia-area teachers and teacher-librarians about Library Legislative Day on February 14. My hope is that we can foster some strong relationships in the local area so that when we need bodies and presence during the legislative sessions, we already have people ready to go. Travel from other counties, especially from Eastern Washington, can sometimes mean that we may not be able to show up in the numbers that we need, but I am invested in building local relationships with teacher-librarians, teachers, parents, students, and unions in Olympia that we can count on for now and for the future. By the next board meeting, I hope to be able to give everyone a report of what advocacy tools, new and old, will be available to all WLA members.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

I am looking at partnerships with many different groups and people, hoping to "lower the barriers" to advocacy. In looking at the work that the previous Committees archived, I can see that there were several efforts at expanding what WLA advocacy means, including DEIA. I am trying to provide frameworks for different advocacy goals so that we can think about how to set goals and achieve them, even if only to provide a roadmap for future Advocacy Committees. I know I can't do it all in one year, but hearing from members of this year's committee and from previous members have been so wonderful in starting the work to expand our advocacy efforts.

How does the Division/Section/Committee recruit new members and engage non-active



members? (Officers may skip this question.)

I have talked about ways to get MLIS students involved with advocacy early, and I have reached out to Taylor Hazan, our current Board Student Representative. I want to be able to support her in her goals this year because I had served last year, and I hope to engage the help of our committee's own UW MLIS student, Kate Hovda. I feel very lucky to have a group of members from different divisions to work with me this year on recruitment and engagement.

Anything else you would like to share?

I appreciate the truly wonderful support that I've gotten so far from the WLA and from fellow members. I am also Vice Chair / Chair-Elect of the Special Library Division, and we have some excellent goals we are working toward this year. We're also very lucky to have Irene Miller, a student in SJSU's MLIS program, as our secretary this year, so I feel confident that we can make great strides in student involvement this year! (Also, Shamim is great!)

Mikayla Kittilstved

Alki Journal Editorial Committee Chair

One activity/goal in the last quarter in your area to share:

Alki recently published its December 2023 issue, "Libraries, Disrupted," with articles highlighting neurodiversity libraries, civil discourse and counter-organizing in libraries, and library leadership and partnership.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

Alki editors are currently working through the peer-review process with authors to publish the March issue, "The Library Is a Growing Organism."

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

Anything else you would like to share?

Darryn Hewson

Awards Committee Chair

One activity/goal in the last quarter in your area to share:

We have increased our ability to communicate about books between meetings using the Discord app and channels for quick notes. I think this has been really helpful especially as we moved out timeline up this year.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

We have our big selection meeting coming up and it's always exhausting and great at the same time. We are also separating things out and will have another meeting to follow-up on our selection meeting and talk more about different roles and content that goes beyond our list. This is new and I think it will be a good opportunity to develop our resources more and help libraries use our lists.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

We keep looking at our criteria for the list and it's something we take very seriously. To be honest our list is never our top 12 favorites because we always want as many categories of diversity to be included as we can. Books are moved back into contention when we see gaps in the list. We know we can't ever represent everything and some



years we just don't have a book that fits something that we want to see. That forces us to go looking more intentionally the following year when we see something missing and I think our group does a good job of that.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

We make sure it gets advertised through WLA and at the conference each year and we always have new applicants when we have opening. The added levels of communication have helped keep every member engaged throughout the year as well.

Anything else you would like to share?

We have two new co-chairs and we missed a few things like requesting a slot at WLA. Things will work out, but I assumed that Award committees would just always have a slot and I do think that should be expected and included in the future.

Gretchen Nelson
Awards Committee Chair

One activity/goal in the last quarter in your area to share:

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

The Sasquatch Committee will have our meeting to decide next year's nominees at the end of February. We're looking forward to having that list to present at the WLA conference.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

We work to represent a wide range of identities and cultures in our list.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

In the past we have mainly recruited new members through the weekly WLA updates, but we hope to find some additional ways to get the word out about our committee in the future.

Anything else you would like to share?

Caitlin Bagley
Conference Planning Committee Chair

One activity/goal in the last quarter in your area to share:

The conference committee has had monthly meetings and set the schedule for WLA 2024

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

Very excited for WLA 2024 to take place in Spokane :)

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

Proud of our virtual components to the conference and looking at ways that public librarians can attend workshop events ahead of conference.

How does the Division/Section/Committee recruit new members and engage non-



active members? (Officers may skip this question.)

Through word of mouth, email lists for recruitment and try to build an inclusive schedule for non active members to join the conference)

Anything else you would like to share?

Jolyn Danielson

Conference Planning Committee Chair

One activity/goal in the last quarter in your area to share:

We have been diligently planning for the WLA conference in Spokane, WA. All things conference related have been happening. We are almost ready for the conference and tying up all loose ends.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

Having our WLA conference and then meeting about how it went, what went well, what could be improved.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

I am always looking for equitable conference ideas that will include as many people as we can.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

By asking & taking a poll. Who was a real go-getter at the last conference.

Anything else you would like to share?

It has been my pleasure being Co-Chair for the WLA conference with Caitlin Bagley. Super smooth transition thanks to Hannah, Rhea, and the WLA office.

Ryan Grant

Legislative Committee Chair

One activity/goal in the last quarter in your area to share:

We have some new members, a new co-chair, and are working hard here in the short legislative session!

I want to commend to the Board the work being done on SB5824, which deals with the situation in Dayton where book banners tried to shut down the entire library district because they couldn't get their way. It passed unanimously off the Senate floor on Wednesday, January 24th, which is the kind of bi-partisan support for libraries that we really like to see.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

By the next board meeting we'll know the fate of everything that we had out there in the legislative session; it's been a sprint with a lot of crucial conversations, so we'll see what happens.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:



Anything else you would like to share?

Heather Newcomer
Marketing & Communications Committee Chair

One activity/goal in the last quarter in your area to share:

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

We will be having our first meeting in February and start planning our committee work.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

This is part of our upcoming conversation.

Anything else you would like to share?

Anne Shantz
Member Services Committee Chair

One activity/goal in the last quarter in your area to share:

The committee reviewed the organizational costs and benefits of other states' library associations and created a report for the board. We also started Peer-to-Peer support groups for folks experiencing the mental and emotional effects of intellectual freedom challenges.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

We are trying to find a private restaurant room for a dine-around peer-to-peer support group during the conference.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

We are submitting a proposal for this board meeting to have an introductory rate for WLA individual membership. We are hoping that lowering the barrier to entry will bring more folks in who will then renew at their full rate.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

This committee is dedicated to assessing the benefits WLA offers and finding ways to enhance offerings.

Anything else you would like to share?

Liz Ebersole and Kat Wyly
Professional Development Committee Chairs

One activity/goal in the last quarter in your area to share:

We collaborated with the WA State Library to host a peer coaching professional learning session



open to mentors and mentees in our Mentorship Program. This was facilitated by Dr. Helen Chung to better facilitate mentoring relationships both within our program as well as in additional scenarios.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

In our February meeting, we will discuss how we can promote and recruit for the 2024-2025 Mentoring Program at the WLA Conference. Last year we were successful in tabling and collecting contact information for those interested. We also will continue to support our 2023-2024 mentoring cohort through email check-ins and targeted resources. We will aim to develop additional professional development options to supplement this or the next mentoring cohort.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

This year, we used feedback to include an option to prioritize matching mentors and mentees by identity instead of just through library work or interests. This was an option that many folks preferred and we successfully matched pairs who indicated a preference for a mentor/mentee who was neurodivergent, queer, or of the same race.

Anything else you would like to share?